

A GUIDE TO CHILD LABOR LAWS IN ARKANSAS

**A joint Publication of the
U.S. Department of Labor
And Arkansas Department of Labor**

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INTRODUCTION

This booklet is a guide to the child labor provisions in state and federal law. It is published as a joint effort of the Employment Standards Administration of the United States Department of Labor and the Arkansas Department of Labor. It is our hope that it will provide a concise, non-technical resource that will enable every employer to fully comply with both state and federal law regarding child labor.

For additional information or assistance, you may contact one of the local offices below:

FEDERAL LABOR DEPARTMENT OFFICES

District Office
TCBY Tower, Suite 725
425 W. Capitol Avenue
Little Rock, Arkansas 72201
(501) 324-5292

Pine Bluff Field Station
Room 2204, Federal Building
P.O. Box 7872
Pine Bluff, AR 71601
(870) 534-7179

Fayetteville Field Station
Room 106, Federal Building
36 East Mountain
P.O. Box 3486
Fayetteville, AR 72702
(479) 442-4205

James L. Salkeld, Director
Arkansas Department of Labor
10421 West Markham
Little Rock, AR 72205-2190
(501) 682-4541

Fort Smith Field Station
4971 Old Greenwood Road
Fort Smith, AR 72906
(479) 646-2710

Jonesboro Field Station
Room 118, Federal Building
P.O. Box 218
Jonesboro, AR 72402
(870) 972-4618

National Toll Free Number
1-866-487-9243

Supervisor
Labor Standards Division
10421 West Markham
Little Rock, AR 72205-2190
(501) 682-4501

This publication covers both Federal and State laws. Bold type such as you are reading now is indicative of BOTH laws. Regular type such as this is indicative of Federal law only, and *italic type such as this is indicative of Arkansas law only.*



COVERAGE

Many employment situations will be covered by both state and federal law. In those situations, a particular employment practice may be permitted under one law, but disallowed under the other law. An employer must adhere to the more stringent or restrictive standard.

FEDERAL

Federal child labor laws apply to all employees of certain enterprises having workers engaged in interstate commerce or producing goods for interstate commerce.

In addition, federal laws apply to those employees who work in:

- (1) business enterprises whose annual gross volume of sales is not less than \$500,000, or
- (2) the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, or the mentally ill or defective who reside on the premises of such institution, a school for children who are mentally or physically disabled or gifted, a preschool, an elementary or secondary school, or an institution of higher education; or
- (3) an activity of a public agency; or
- (4) any enterprise covered by federal law on March 31, 1990.

ARKANSAS

State child labor laws apply to virtually all employment situations, regardless of the volume of sales, size of business, number of employees, or federal coverage. Unless there is a specific exemption for a particular situation, state law will apply.



EMPLOYMENT CERTIFICATES

ARKANSAS

Arkansas law requires most employers to obtain an employment certificate from the Arkansas Department of Labor before employing any child under 16 years of age. The purpose of the employment certificate (commonly known as a work permit or working papers) is to provide conclusive evidence of a child's age and educational standing and to ensure, prior to starting work, that the child is not employed in a prohibited occupation or during prohibited hours.

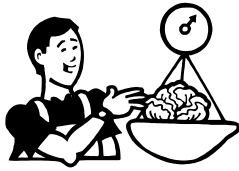
An employment certificate is not required in the following situations: (1) to deliver newspapers; (2) to work as a batboy or batgirl for a professional baseball club; or (3) to pick, plant, harvest, grade, sort or haul a seasonal agricultural crop by hand if the child is 14 years of age or older.

The employment certificate must be maintained by the employer and made available to the proper officials upon request.

An application for an employment certificate can be obtained from the Arkansas Department of Labor, or in many cases, from a local Employment Security Department office.

FEDERAL

Federal law does not require employers to obtain employment certificates before employing a minor. It is, however suggested that employers require proof of age prior to employing any person under the age of 18, in order to protect themselves from unintentional violation of child labor laws. Employment certificates, issued by the Arkansas Department of Labor, or a copy of the minor's birth certificate are acceptable forms of proof of age.



MINIMUM AGE STANDARDS

FEDERAL

14 – Minimum age for employment in specified occupations outside school hours for limited periods of time each day and each week.

16 – May be employed in any occupation other than a non-agricultural occupation declared hazardous by the Secretary of Labor.

18 – Minimum age for employment in non-agricultural occupations declared hazardous by the Secretary of Labor.

There are a number of exemptions or exceptions to these general standards, including:

Children under 16 may be employed by their parents in occupations other than manufacturing, mining, or any other occupation declared hazardous by the Secretary of Labor.

Children under 18 may not be employed in occupations declared hazardous for that age by the Secretary of Labor.

Children of any age may be employed as actors or performers in motion pictures, or theatrical, radio or television productions.

Children of any age may be engaged to deliver newspapers to the final consumer (home or business).

ARKANSAS

14 – Minimum age for employment outside school hours, except in specified occupations.

16 – May be employed in any occupation, except the operation of a taxi, or the sale, transport, or handling of alcohol.

There are a number of exemptions or exceptions to these general standards, including:

Children under the age of 14 may be employed by their parent or guardian in an occupation owned or controlled by them, provided the employment occurs during school vacation.

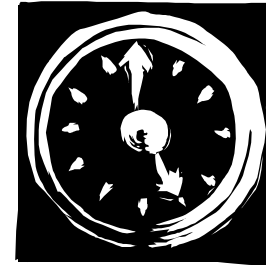
Children under 16 may not work in saloons, resorts or bars where alcohol is sold or dispensed.

Children under 16 may not work in occupations declared hazardous by the Director of Labor.

Children 15 days or older may be employed in the entertainment industry, including motion picture, television, radio, and theatrical productions, modeling, horse shows, rodeos, and musical performances. Special hour and permit regulations apply.

Children of any age may be engaged to buy, sell, deliver and collect for newspapers or work as a batboy for a professional baseball club, provided: (1) there is written parental approval; (2) the child is attending school as required by law; (3) work is not performed during the time attendance is required at school; and (4) the employer provides insurance or indemnity for accidental death and disability when the hazard arises while the child is on the business of the employer.

Children 12 years of age and older may be employed to hand-harvest short season crops, provided: (1) there is written parental consent; (2) an employment certificate has been issued; (3) school is not in session; (4) no pesticide or other agricultural chemical has been used except those approved by the Department of Health; and (5) all pesticides are applied and utilized as required by the Department of Health and the federal Environmental Protection Agency.



HOURS AND TIME STANDARDS

Both state and federal law provide that minors may be employed only during specific hours. In addition, standards for maximum hours of employment are established. The general applicable standards are outlined as follows:

WHEN SCHOOL IS IN SESSION					
	No Earlier Than	No Later Than	Maximum Hours Per Day	Maximum Days Per Week	Maximum Hours Per Week
14/15 Years					
State	6 a.m.	7 p.m.	8	6	48
Federal	7 a.m.	7 p.m.	3	None	18
16/17 Years					
State	6 a.m.	11 p.m.	10	6	54
Federal	None	None	None	None	None

WHEN SCHOOL IS NOT IN SESSION					
	No Earlier Than	No Later Than	Maximum Hours Per Day	Maximum Days Per Week	Maximum Hours Per Week
14/15 Yrs.					
State	6 a.m.	9 p.m.	8	6	48
Federal	7 a.m.	9 p.m.	8	None	40
16/17 Yrs.					
State	6 a.m.	None	10	6	54
Federal	None	None	None	None	None

EXCEPTIONS TO HOURS AND TIME STANDARDS

FEDERAL

Federal law permits employment of children 14 and 15 years of age during school hours if the child is enrolled in a Work Experience and Career Exploration Program which has been approved by the Administrator of the Wage and Hour Division of the United States Department of Labor.

Federal law also permits the employment of children 14 and 15 years of age during school hours if the child has been expelled from school, or is under a court order prohibiting school attendance. Children employed under these circumstances may not be employed more than 8 hours per day, nor more than 40 hours per week. (NOTE: A minor who has been temporarily suspended from school cannot be employed under this exception.)

Federal law grants a partial waiver from the hours standards limitations for 14 and 15 year olds who are employed as professional sports attendants. These minors are still precluded from working during school hours.

ARKANSAS

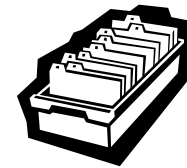
Arkansas law permits the employment of children 16 and 17 years of age outside established hour and time restrictions, if they are graduates of high school, vocational school, or technical school, or if they are married or are a parent.

Arkansas law permits the employment of children any age outside established hour and time restrictions if the child is employed to buy, sell, deliver and collect for newspapers.

Arkansas law permits the employment of children any age as a batboy or batgirl for a professional baseball club up to 10 hours in any day and until 11:00 p.m. on nights preceding school days and until 1:00 a.m. on nights preceding non school days.

Arkansas law permits the employment of children for domestic labor, or to perform childcare services at churches where children are cared for during short periods of time while parents are attending church functions or services.

Arkansas law establishes special hour and time restrictions for children under 16 years of age employed in the entertainment industry. These standards are addressed in the section dealing with the entertainment industry.



EMPLOYER RECORD KEEPING REQUIREMENTS

		FEDERAL	STATE
1.	Employee's full name and social security number	✓	✓
2.	Address, including zip code	✓	✓
3.	Birth date, if younger than 19	✓	✓*
4.	Sex	✓	
5.	Occupation in which employed	✓	✓
6.	Time of day and day of week workweek begins	✓	
7.	Hours worked each day	✓	✓

		FEDERAL	STATE
8.	Total hours worked each workweek	✓	✓
9.	Basis on which wages are paid	✓	✓
10.	Regular hourly rate of any week where overtime is worked	✓	
11.	Amount and nature of each payment excluded from the regular rate	✓	
12.	Total daily or weekly straight-time earnings	✓	
13.	Total overtime earning for the workweek	✓	
14.	Additions or deductions from wages per pay period	✓	
15.	Total wages each pay period	✓	✓
16.	Date of payment and the pay period covered by the payment	✓	
17.	Employer's copy of required employment certificate		✓*

* Denotes requirements for children under the age of 16 years.



HAZARDOUS OCCUPATIONS

Both Arkansas and Federal law contain a number of hazardous occupations and types of prohibited employment. It is unlawful to employ a minor in any such job or occupation. Federal law contains two lists of hazardous occupations, one for children ages 14 and 15 years and one for those ages 16 and 17 years. Arkansas law contains prohibitions for children 14 and 15 years of age, but does not prohibit any occupation for those 16 and 17 years of age. The compliance conscious individual should adhere to the more stringent standard in order to assure full compliance.

PROHIBITED OCCUPATIONS FOR CHILDREN **14 AND 15 YEARS OF AGE**

State and federal regulations make it unlawful to employ persons under 16 years of age in the following non-farm occupations:

1. Mining occupations
2. Manufacturing occupations
3. Processing occupations
4. Occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed
5. Public messenger service
6. Occupations which involve the operation or tending of hoisting apparatus or any power-driven machinery other than office machines.
7. Operation of motor vehicles or service vehicles as helpers on such vehicles.
8. Occupations (except office or sales work) connected with:
 - A. Transportation of persons or property by rail, highway, air, water, pipeline, or other means. The exception for office and sales work is inapplicable to work performed on trains, motor vehicles, aircraft vessels, or other media of transportation.
 - B. Warehousing and storage
 - C. Communications and public utilities
 - D. Construction, including demolition and repair. The exemption for office and sales work is inapplicable to work at the actual site of construction operations.

Fourteen and fifteen year olds MAY be employed in retail, food service, and gasoline service establishments in the following occupations:

1. Office and clerical work, including the operation of office machines.
2. Cashiering, selling, modeling, art work, work in advertising department, window trimming and comparative shopping.
3. Price marking and tagging by hand or by machines, assembling orders, packing, and shelving.
4. Bagging and carrying out customers' orders.
5. Errand and delivery work by foot, bicycle, and public transportation.

6. Clean up work, including the use of vacuum cleaners and floor waxers, and maintenance of grounds, but not including the use of power-driven mowers and cutters.

7. Kitchen work and other work involved in preparing and servicing food and beverages, including the operation of machines and devices used in the performance of such work, such as, but not limited to, dishwashers, toasters, dumbwaiters, popcorn poppers, milk shake blenders and coffee grinders.

8. Work in connection with cars and trucks if confined to the following: dispensing gasoline and oil; courtesy service; car cleaning, washing, and polishing; and any other occupations permitted by this provision excluding the use of pits, racks, or lifting apparatus, or involving the inflation of any tire mounted on a rim equipped with a removable retaining ring.

9. Cleaning vegetables and fruits; wrapping, sealing, labeling, weighing, pricing and stocking goods when performed in areas physically separate from those areas where meat is prepared for sale and for outside freezers or meat coolers.

ADDITIONAL PROHIBITED OCCUPATIONS FOR CHILDREN 14 AND 15 YEARS OF AGE

ARKANSAS

Additional hazardous occupations which are forbidden to children under 16 years of age pursuant to state law include:

1. *Adjusting any belt to any machinery*
2. *Operation of sewing or lacing machinery or assisting therein*
3. *Oiling, wiping, or cleaning machinery or assisting therein*
4. *Working in proximity to any hazardous or unguarded belt, machinery or gearing*
5. *Working upon any railroad, whether steam, electric, or hydraulic*
6. *Operating or assisting in operating the following:*
 - a. *Circular or band saws.*
 - b. *Wood shapers*
 - c. *Wood jointers*
 - d. *Planers*
 - e. *Sandpaper or wood polishing machinery*
 - f. *Wood turning or boring machinery*
 - g. *Picker machines or machines used in picking wool*

- h. *Carding machines*
- i. *Job or cylinder printing presses operated by power other than foot power.*
- j. *Boring or drill presses*
- k. *Stamping machines used in metal or leather manufacturing*
- l. *Metal or paper cutting machines*
- m. *Corner staying machines in paper box factories*
- n. *Steam boilers*
- o. *Dough brakes or cracker machinery of any description*
- p. *Wire or iron straightening or drawing machinery*
- q. *Rolling mill machinery*
- r. *Washing, grinding, or mixing machinery*
- s. *Laundering machines*
7. *In, about, or in connection with any process in which dangerous or poisonous acids, gases, or other chemicals are used*
8. *In soldering*
9. *In occupations with dust in injurious quantities*
10. *In heavy work in the building trades*
11. *On scaffolding*
12. *Tunneling or excavation*
13. *In a mine, coal braker, coke oven, or quarry*
14. *In any pool or billiard room*

HAZARDOUS OCCUPATIONS FOR 16 AND 17-YEAR OLDS

FEDERAL

Hazardous non farm occupations which are forbidden by regulation of the Secretary of Labor to children under 18 years old are:

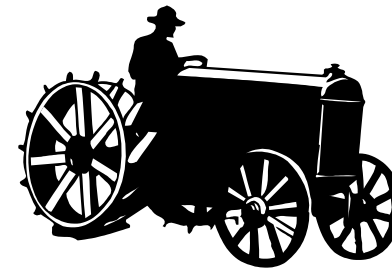
1. Occupations in or about plants or establishments which manufacture or store explosives or articles containing explosive components
2. Occupation of motor-vehicle drivers and outside helpers on any public road or highway, in or about any place where logging or sawmill operations are in progress, or in excavations, with the exception that 16 and 17 year olds are permitted to work as helpers on motor vehicles on public or private roads so long as they ride inside the vehicle cab. Seventeen year olds may drive automobiles and trucks on an incidental and occasional basis if they meet all of

the requirements for exemption. Contact your local wage and hour office for further information on this exemption.

3. Coal mine operations
4. Logging operations, including sawmill occupations
5. Occupations involved in the operating of power-driven woodworking machines*
6. Occupations involving exposure to radioactive substances and to ionizing radiations
7. Occupations involving the operation of or riding on power-driven elevators and other hoisting apparatus, with certain exceptions for automatic enclosed elevators for 16 year olds.
8. Occupations involving the operation of power-driven metal forming, punching, and shearing machines*
9. Occupations in connection with mining
10. Occupations involving slaughtering, meat packing, processing, or rendering with the exception of the killing and processing of poultry, rabbits, or small game in areas separated from the killing floor.* Included in this prohibition are occupations in retail, wholesale, or service establishments involving the operation, feeding, setting up or cleaning of power-driven meat slicing machines.
11. Occupations involving the operation of power-driven bakery machines
12. Occupations involved in the operation of power-driven paper product machines*, including cardboard and paper compacting and bailing machines.
13. Occupations involved in the manufacture of brick, tile, and related products.
14. Occupations involved in the operation of circular saws, band saws and guillotine shears, with the exception of machines equipped with full automatic feed and ejection*
15. Occupations involved in wrecking, demolition, and ship breaking operations
16. Occupations in roofing operations*
17. Occupations in excavation operations*

EXEMPTIONS FROM HAZARDOUS OCCUPATIONS ORDERS

The above mentioned occupations are forbidden to anyone under the age of 18, parental employment being equally unlawful as employment by other employers. The above mentioned occupations designated by a * have provisions for employment of persons below the age of 18 provided applicable apprentice or student-learner certification has been obtained. Persons desiring specific information about these exemptions should contact the nearest office of the United States Department of Labor and request a copy of publication WH1330.



AGRICULTURAL EMPLOYMENT

ARKANSAS

Generally, Arkansas law makes no distinction between agricultural and non-agricultural employment with respect to minimum age standards and hour restrictions. As a result, the minimum age standards and hour restrictions discussed previously apply, with two exceptions. First, children ages 14 and 15 do not need a work permit to pick, plant, harvest, grade, sort, or haul any crop, fruit or vegetable by hand outside of school hours of the school district where the child is living. Second, children ages 12 and 13 may work to hand harvest short season crops, provided: (1) school is not in session; (2) written parental consent has been obtained; (3) an employment certificate has been obtained; (4) no pesticide or other agricultural chemical has been used on the crop except those approved by the Arkansas Department of Health for the occupational exposure of children ages 12 and 13; and (5) any pesticide or other agricultural

chemical used in the crop has been applied and utilized in compliance with the worker protection standards established by the Arkansas Department of Health and the federal Environmental Protection Agency.

MINIMUM AGE STANDARDS FOR EMPLOYMENT IN AGRICULTURE

FEDERAL

16 – Minimum age for employment

- in any agricultural occupation declared hazardous by the Secretary of Labor;
- during school hours;

14 – Minimum age for employment outside school hours

- in any agricultural occupation **not** declared hazardous by the Secretary of Labor.

Except:

- 12 and 13 year olds may be employed with written parental consent or on a farm where the minor's parent or parental representative is also employed;
- minors under 12 may be employed with written parental consent on farms where employees are exempt from the Federal minimum wage provisions.

NOTE: Minors of any age may be employed by their parent or parental representative at any time in any occupation on a farm owned or operated by their parent or person standing in place of their parent.

SCHOOL HOURS AND EMPLOYMENT IN AGRICULTURE

FEDERAL

Minors under 16 years of age may not be employed during school hours unless employed by their parent or parental representative. School hours are those set by the school district in which a minor is living while employed in agriculture.

For example:

- If the school is in session from 9 a.m. to 3 p.m. in the school district where the minor is living while working, the minor may work only before 9 a.m. or after 3 p.m. on school days.
- Work before or after school hours, during weekends, or on other non-school days is considered work outside school hours.
- School hours provisions apply to private as well as public school.
- Work during school hours refers to the hours maintained for the school district. No provision is made for the release of individual children, class, or grade to work in agriculture.

HAZARDOUS OCCUPATIONS IN AGRICULTURE

Both state and federal regulations make it unlawful to employ persons under 16 years of age in the following agricultural occupations except as exempt:

1. Operating a tractor of over 20 PTO horsepower, or connecting or disconnecting an implement or any of its parts to or from such a tractor.

2. Operating or assisting to operate (including starting, stopping, adjusting, feeding or any other activity involving physical contact associated with the operation) any of the following machines:

- (i) Corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, or mobile pea viner;
- (ii) Feed grinder, crop dryer, forage blower, auger conveyor, or the unloading mechanism of a non gravity-type self-unloading wagon or trailer; or
- (iii) Power post-hole digger, power post driver, or non walking-type rotary tiller

3. Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following machines:

- (i) Trencher or earthmoving equipment;
- (ii) Forklift;
- (iii) Potato combine; or
- (iv) Power-driven circular, band, or chain saw

4. Working on a farm in a yard, pen, or stall occupied by a:

- (i) Bull, boar, or stud horse maintained for breeding purposes; or
- (ii) Sow with suckling pigs, or cow with newborn calf (with umbilical cord present).
- 5. Felling, bucking, skidding, loading, or unloading timber with butt diameter of more than 6 inches.
- 6. Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 20 feet.
- 7. Driving a bus, truck, or automobile when transporting passengers, or riding on a tractor as a passenger or helper.
- 8. Working inside:
 - (i) A fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere;
 - (ii) An upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position;
 - (iii) A manure pit; or
 - (iv) A horizontal silo while operating a tractor for packing purposes.
- 9. Handling or applying (including cleaning or decontaminating equipment, disposal or return of empty containers, or serving as a flagman for aircraft applying) agricultural chemicals classified under the Federal Insecticide, Fungicide, and Rodenticide Act (7 U.S.C. 135 et seq.) as Category I of toxicity, identified by the word “poison” and the “skull and crossbones” on the label; or Category II of Toxicity, identified by the word “warning” on the label;
- 10. Handling or using a blasting agent, including but not limited to dynamite black powder, sensitized ammonium nitrate, blasting caps, and primer cord; or
- 11. Transporting, transferring, or applying anhydrous ammonia.

EXEMPTIONS FROM HAZARDOUS OCCUPATIONS IN AGRICULTURE

These prohibitions do not apply to the employment of minors under 16 years of age by their parents or by parental representatives on farms owned or operated by such parents or persons.

Under carefully regulated conditions, employment of 14 and 15 year old minors in certain agricultural occupations found and declared to be hazardous is exempt. These exemptions apply to student-learners, to minors who have completed a 4-H Federal Extension Service Training Program, and to minors who have completed a Vocational Agricultural Training Program of the U.S. Office of Education. Persons desiring specific information should request Child Labor Bulletin 102 from the United States Department of Labor, Wage and Hour Division.



CAREER EDUCATION

Neither state or federal law prohibits a minor under the age of 18 from participation in industrial education programs in which some otherwise prohibited machinery or equipment is used, providing such programs are approved by the State Board of Education. If these programs provide employment for the minors, the State Educational Agency must obtain approval from the Administrator of the Wage and Hour Division of the U.S. Department of Labor before operations begin. This type of program is usually called a Work Experience and Career Exploration Program (or WECEP), and is primarily designed for 14 and 15 year olds. Enrollees in the WECEP may be employed for as many as 3 hours per school day and for as many as 23 hours in a school week. Additionally, WECEP students may work in occupations otherwise prohibited if a variation has been granted by the Wage and Hour Administrator of the U.S. Department of Labor.



ENFORCEMENT PROCEDURES

Officials of the State or Federal Department of Labor may, at any time, conduct investigations of businesses to determine whether minors are employed and, if so, whether the minors are legally employed. The investigators may tour the business establishment or work site, examine any records of employment (such as but not limited to payrolls, time cards, employment certificates), and interview employees.

ARKANSAS

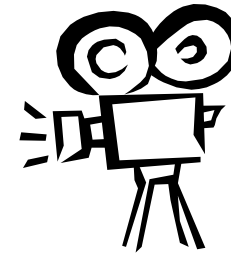
Under Arkansas law, anyone who illegally employs a minor or permits a minor to work may be subject to a civil money penalty of not less than \$50 and not more than \$1,000 for each violation. Each day the violation continues with respect to each child so employed or permitted work shall constitute a separate offense.

FEDERAL

Federal regulations provide that employers who violate the child labor provisions are subject to a civil money penalty of up to \$10,000 for each minor employee employed in violation of the child labor provisions. When a civil money penalty is assessed against an employer, the employer may, within 15 days after receipt of the notice of such penalty, file an exception to the determination that the violation or violations occurred. If an exception is filed, the matter is referred to the Chief Administrative Law Judge and a formal hearing is scheduled. In the event a hearing is held, the employer or his attorney may produce witnesses and introduce other evidence which he believes will support the exception. The determination of the amount of any civil money penalty becomes final if no exception is taken; or if an exception is filed and the Administrative Law Judge renders a decision adverse to the employer.

Federal law also provides, in the case of a willful violation, for a fine up to \$10,000. For a second offense committed after the conviction of a similar

offense, a fine of not more than \$10,000, imprisonment for not more than 6 months, or both, may be assessed. Federal District Courts may also issue injunctions to restrain future violations of the child labor provisions.



THE ENTERTAINMENT INDUSTRY

FEDERAL

Children employed as actors or performers in motion pictures, or theatrical, radio, or television productions are exempt from federal child labor provisions.

ARKANSAS

Under state law, children under the age of 16 employed in motion picture productions, television or radio productions, theatrical productions, modeling productions, horse shows, rodeos, and musical performances must have a work permit issued by the Department of Labor. The application for such a work permit must be accompanied by the written consent of the child's parent or guardian, as well as proof of age. A statement from the child's doctor if the child is under 6 years of age is required. If the child is of school age and will be employed at a time school is in session, the applicant must also submit a statement from the principal of the child's school regarding the child's academic standing.

In addition to obtaining an entertainment work permit, state regulations detail specific standards as to the hours a child may be permitted at the place of employment, as well as specific standards for rest breaks, depending on the age of the child. State regulations also provide standards for safety and supervision. The specific requirements of the state for employment of children in the entertainment industry may be obtained by contacting the

Arkansas Department of Labor at the address and telephone number provided at the beginning of this booklet.

The Arkansas Department of Labor does not discriminate on the basis of disability in employment or in the admission or access to, or treatment, or employment in, its programs, services, or activities. Becky Bryant, Arkansas Department of Labor, 10421 West Markham, Little Rock, Arkansas 72205, (501) 682-4540 (voice), 1-800-285-1131 (TDD Relay Service) has been designated to coordinate compliance with the non-discrimination requirements contained in 28 CFR 35.107 of the Department of Justice regulations. Information concerning the provisions of the Americans with Disabilities Act, and the rights provided thereunder, are available from the ADA coordinator.